

Introduction

BY USING OUR WEBSITE(S), AGREEING TO THE TERMS OF USE ON SUCH WEBSITE(S), THE TERMS AND CONDITIONS OF REGISTRATION AS A MEMBER OR A REGISTERED USER OR OTHERWISE SIGNIFYING YOUR AGREEMENT TO THIS POLICY YOU SPECIFICALLY CONSENT TO THE COLLECTION, STORAGE, TRANSFER AND USE OF YOUR PERSONAL DATA AS DESCRIBED IN THIS POLICY.

If, at any time, you are not comfortable with any of our uses of your personal data for which you have provided consent, you may contact us and ask us not to use your personal data in one or more ways.

We may ask you to provide your request in writing, but we will stop using your personal data in the manner requested by you. However, do note that if prohibition of use of such personal data has an impact on the corresponding services provided by us to you, we may be constrained to stop providing such services as well.

Our Privacy Policy seeks primarily to also cover, as part of iCare Life (iCare Life), and subsequent integration efforts. Please [click here](#) to read our summary of the changes.

PLEASE NOTE THAT THE TERMS AND CONDITIONS CONTAINED IN THE ICARE LIFE'S TERMS OF USE ("USER AGREEMENT OR TERMS OF USE") AND ICARE LIFE'S INTELLECTUAL PROPERTY POLICY, WEBSITE COOKIES POLICY AND ICARE LIFE COMMUNITY GUIDELINES ARE INCORPORATED HERE BY REFERENCE. ALL CAPITALISED TERMS IN THIS PRIVACY POLICY ARE DEFINED BY INCLUSION IN QUOTATIONS AND / OR PARENTHESIS AND HAVE THE MEANING SO ASCRIBED AND ALL OTHER UNDEFINED CAPITALISED TERMS SHALL HAVE THE MEANING ASCRIBED TO SUCH TERM IN THE TERMS OF USE.

iCare Life's mission is to train, develop, skill, enhance skills, and provide a market place for job or placement primarily in informal services. Our registered users ("Members or Registered Users") share their identities, undergo trainings, engage with the network, exchange knowledge, post and view relevant content, and find opportunities and benefit from such activities. Content on some of our services is also visible to unregistered viewers ("Visitors"). We believe that our services allow our Members or Users to effectively compete and achieve their full potential as a Service Seeker or Service Providers. We place the our Members or Users first, while conducting our business activities.

Maintaining your trust is our top priority, so we adhere to the following principles to protect your privacy:

We protect your personal information and will only provide it to third parties: (1) with your consent; (2) where it is necessary to carry out your instructions; (3) as reasonably necessary in order to provide our features and functionality to you; (4) when we reasonably believe it is required by law, subpoena or other legal process; or (5) as necessary to enforce our User Agreement or protect the rights, property, or safety of iCare Life, its Members or User and Visitors, and the public.

We have implemented appropriate security safeguards designed to protect your information in accordance with industry standards.

This Privacy Policy applies to iCare Life and iCare Life mobile application, iCare Life technology platform and all other developer platforms and other products and services

(collectively “iCare Life” or the “Services”). We may modify this Privacy Policy from time to time, and if we make material changes to it, we will provide notice through our Service, or by other means so that you may review the changes before you continue to use iCare Life. If you object to any changes, you may close your account. Continuing to use iCare Life after we publish or communicate a notice about any changes to this Privacy Policy means that you are consenting to the changes.

We ask you to read this Privacy Policy carefully to be sure that you understand it. We are committed to protecting your privacy and want you to feel secure about doing business with us.

Contact Us

If you have any questions or grievances about this Privacy Policy, please contact us at

contact.in@icare.life

Collection of Information from You

We collect both "Personal Information" and "Non Personal Information" about our Users. In this Privacy Policy, “Personal Information” is information that can be used to contact or identify you, such as your full name and email address, and information that is linked to such information. and "Non-Personal Information" is information that cannot be used to contact or identify you and is not linked to information that can be used to contact or identify you and includes passively collected information about your activities on our Site, such as usage data, to the extent that information is not linked to your Personal Information.

Site visitors can access and browse certain portions of the Site without disclosing Personal Information, although, like most websites, we passively collect certain information from your computer, such as your IP address and web browser user agent, when you browse the Site. Visitors who access and browse the Site without registering are "Site Visitors". In order to utilize some of the Services offered by iCare Life, you must register with iCare Life. All users who register with iCare Life are "Registered Users or Members".

Control of Information

All the information is collected in and controlled by Plot No. D-5 Road No. 20, Marol, MIDC, Andheri East, Mumbai, Maharashtra 400093. India. If you have any concern about providing information to us or having such information displayed on the iCare Life services or otherwise used in any manner permitted in this Privacy Policy and the Terms of Use (together also referred to as iCare Life’s Terms of Service), you should not become a Member of iCare Life, visit our Site, apps or otherwise use our Services. If you have already registered, you can close your account here. We collect your personal information in the following ways:

On Registration

To create an account on iCare Life, you must provide us with at least your name, email address and/or mobile number, and a password. You may choose to provide further information about yourself during the registration process (like Gender, Age, Address, Ethnicity, etc.). We use this information to provide you with more customized services like language-specific , updates , and content, more relevant ads, and more valuable career opportunities or hiring possibilities, and it may appear on your iCare Life profile that is viewable by others. You understand that, by creating an account, iCare Life and others will be able to identify you by your iCare profile, and you allow iCare to use this information in

accordance with this Privacy Policy and our Terms of Use. We may also ask for your Credit Card details if you choose to be “Paid Members” or avail other paid services.

Some users may have the opportunity to register with iCare by connecting through “Social Media” (i.e. Facebook, Twitter, Gmail, Yahoo mail, etc) application program interface (“API”). Please see Section 3.44.4 below to learn about the information that we access, collect and store if you register for iCare through Social Media.

On Posting Job

If you are a Service Seeker (as defined in the User Agreement), we collect and store all of the additional information that you provide to us on your Job Posting or that is otherwise included in an auto-generated Job Posting. This may include, among other information:

- the type of service care you are looking for, your schedule, location, hourly rate, your family details, social or financial status, narrative job description, and requirements for a Care Provider (such as ability to drive)
- your pictures you choose to provide (preferably your passport size picture where you are only present)
- health information, if you choose to provide it
- any other information you choose to include in your job posting

On Posting your Profile

If you are a Service Provider (as defined in the User Agreement), we collect and store all of the additional information that you provide to us in your profile. This may include, among other information:

- details on the service you offer, including for example the type of care you provide, your availability, your location, your level of education, languages you speak, your ability to drive
- related services you provide
- your pictures you choose to post (preferably your passport size picture where you are only present)
- your phone numbers – mobile or fixed land line number
- references, if you choose to provide them
- any other information you choose to include in your profile

On Telephone

Both Site Visitors and Registered Users or Member may provide Personal Information to iCare when they contact iCare or utilize certain Services that iCare may offer by telephone. For example, if you call a iCare to discuss care service options over the phone, we will collect and store all of the Personal Information you chose to provide to us, including but not limited to financial information, information about the service you or your loved one needs, health information about yourself or the family members, your contact information, etc. If you provide information about someone other than yourself, you represent that you have authority to do so.

Address Book and Other Services That Sync with iCare

You may use the iCare contacts importer (or other similar mechanisms provided by iCare) to upload individual contacts or your entire address book into iCare. iCare stores this information and uses it to help you manage and leverage your contacts. We also use this information to enhance your iCare experience by helping you to grow your network by: identifying your contacts already on iCare; and suggesting related posts you may find useful.

iCare makes other tools available to sync information with iCare, and may also develop additional features that allow Members or Users to use their iCare account in conjunction with other third-party services. For example, iCare's Mobile Application may allow you to sync your device's calendar, email and/or contacts apps with iCare to show you the iCare profiles of meeting attendees, email correspondents and/or contacts.

Any information that you upload or sync with iCare is covered by the User Agreement and this Privacy Policy. You can remove your information at your convenience using the features iCare makes available or in accordance with Section 7. You can remove your address book and any other synced information at any time.

Otherwise through the Site or by telephone, email, postal mail or chat

Certain Registered Users may provide Personal Information on the Site through other Site features and offerings such as our online communications, groups and payment platforms and our Service offerings. In some cases, Site Visitors may have the ability to provide us Personal Information through the Site, such as contact information. In addition, both Registered Users and Site Visitors may choose to provide us additional Personal Information by phone, email, postal mail, or chat at the notified portals. We collect and store all of the Personal Information you provide us through these channels. Moreover, if you provide information about someone other than yourself through any of these channels, you represent that you have authority to do so and would remain solely responsible for any legal consequences thereof.

Collection of information from others

By Site Visitors, Registered Users and others

iCare collects information that Site Visitors, Registered Users and others provide about each other. For example, Service Providers may invite Site Visitors, Registered Users or others to rate and indicate their relationship to the Service Provider on the Site. Additionally, certain iCare Registered Users may post reviews about individual Service Providers. iCare may also obtain and post audio/video recordings of Service Provider references, which may also be accessed from the Site. Site Visitors, Registered Users and others also may provide us information about Registered Users by phone, email or postal mail. iCare captures and stores all information it receives from Site Visitors, Registered Users and others about other Registered Users and Site Visitors.

By third parties to verify your information and representations

In order to promote the safety and integrity of the Site and Service, you authorize iCare in its Terms of Use to utilize iCare's Services and third party Service Providers to use your Personal Information to scan and review on an ongoing basis, a variety of sources, which may include, but are not limited to, national criminal databases, sex offender registries, certain media streams, terrorist watch lists, criminal and fugitive watch lists, fraud watch lists, law enforcement reports, and other data to assist us in verifying the information you provide us (such as your name, address, email address, etc.) and the representations and

warranties you make in the Terms of Use and on the Site (such as representations regarding your Criminal Background) ("Verification Checks"). The results of any Verification Checks will be made available to iCare.

By third parties that perform background checks

For the legitimate business purpose of protecting the safety and integrity of the Site and iCare users, you authorize iCare in its Terms of Use to utilize a third party Consumer Reporting Agency to use your Personal Information to run periodic background checks on you when you register with iCare and thereafter in connection with your continued use of our Services and/or interaction with our Site. In addition, we may provide some or all Registered Users with the option of requesting a background check be run on themselves or on Service Providers they are considering hiring. Any such background checks will be subject to the terms we establish for such checks on the Site pages where you may request them, the terms of this Privacy Policy and our Terms of Use. iCare may receive a copy of, or otherwise have access to, any such completed background check.

By Social Media if you connect to iCare through Social Media site

You may have the opportunity to connect to iCare through Social Media API when you register for iCare or after you have registered for iCare. If you connect to iCare through Social Media, either when you register or after you have registered, we will collect, store, and use in accordance with this Privacy Policy, any and all information you agreed that Social Media could provide to iCare through its Social Media API. Your agreement (and our access to your information) takes place when you instruct, accept or allow Social Media to register you for an iCare account or otherwise connect to iCare through Social Media. The information iCare may access, collect and store may include the following, among other information, as allowed by you, Social Media site's API, and your Social Media privacy settings:

1. your name
2. your profile picture
3. your email address
4. your gender
5. your birthday
6. your location (i.e. city)
7. the names and pictures of your Social Media connects
8. your interests and affinity network
9. other information you make publicly available via Social Media

By service providers you use in connection with our Services

If you engage a Service Provider through iCare website or other services, such as a payments processor, that Service Provider may provide us Personal Information about you or your family members, such as information relating to your transactions with them.

Cookies

We use cookies and similar technologies, including mobile application identifiers, to help us recognize you across different Services, improve your iCare experience, increase

security, measure use and effectiveness of our Services, and serve advertising. You can control cookies through your browser settings and other tools. For more information, including the types of cookies found on iCare, please read iCare's Cookie Policy. By visiting iCare, you consent to the placement of cookies and beacons in your browser and HTML-based emails in accordance with this Privacy Policy and iCare's Cookie Policy.

Advertising Technologies and Web Beacons

We target ads to Members and Site Visitors both on and off iCare through a variety of ad networks and ad exchanges, using:

- Advertising technologies like web beacons, pixels, ad tags, cookies, and mobile identifiers as permitted by mobile platforms, both on and off iCare;
- Information inferred from a Member's profile (for example, compensation bracket; or names to infer gender);
- Your use of iCare (for example, your iCare search history, the content you read on the Site, who you follow or is following you etc.) or clicking on an iCare ad; and
- Information from advertising partners which we use to help deliver ads more relevant to you.

We do not share personally identifiable information with any third-party advertiser or ad network, although your profile is visible to other Members and through public search, depending on your settings.

iCare may show you sponsored content in your Network Update Stream (NUS), which will be designated as sponsored content and will behave like other NUS updates. If you take social action (for example, if you "like" or "comment" on the sponsored content), your action will be seen by your network and other Members who are shown the sponsored content after you have acted on it. Please note that all social actions on SlideShare (e.g. liking certain content, following or being followed by others) are public, unless expressly specified otherwise with respect to premium accounts.

iCare ads that are delivered on third-party sites contain the label "Ads by iCare." You may opt out of (i) these ads served to you on third-party sites and/or (ii) us using information from advertising partners to target ads by going here. The 'Ad Choices' icon shows you that we adhere to the digital advertising Alliance's self-regulatory principles for online behavioural advertising. Please see <http://www.aboutads.info> for details.

If you do not wish to receive certain targeted ads from most third party companies, you may opt-out by, as applicable, clicking on the 'Ad Choices' icon or "Ads by iCare" link in or next to the ad or by visiting <http://preferences-mgr.truste.com> and http://www.networkadvertising.org/managing/opt_out.asp. Please note this does not completely provide you the option to completely 'opt out' from being served advertising. You will continue to receive generic ads or targeted Ads by companies not listed with these opt-out tools.

Log Files, IP Addresses, and Information About Your Computer and Mobile Device

When you visit or leave iCare site or apps (whether as a Member or a Site Visitor) by clicking a hyperlink or when you view a plugin on a third-party site, we automatically receive the URL of the site from which you came or the one to which you are directed. Also, advertisers receive the URL of the page that you are on when you click an ad on iCare. We also receive the internet service protocol ("ISP") address of your computer or the proxy

server that you use to access the iCare website, your computer operating system details, your type of web browser, your mobile device (including your mobile device identifier provided by your mobile device operating system), your mobile operating system (if you are accessing iCare using a mobile device), and the name of your ISP or your mobile carrier. We may also receive location data passed to us from third-party services or GPS-enabled devices that you have set up, which we use to show your local information on the mobile applications / API. Most mobile devices allow you to prevent real time location data being sent to iCare, and iCare will honour your settings.

In the case of our Android apps, you will be provided notice of the types of data (e.g. location) that will be sent to us. If you choose to use our app after this notice, we process this data to enable registration or preview product features for you (e.g. jobs near you). If you choose not to become a Member, we will delete this information collected.

Other

iCare is a dynamic, and innovative environment, which means we are always seeking to improve the services we offer you. We often introduce new features, some of which may result in the collection of new information (for example, when the Endorsements feature launched, we began collecting information about skills for which Members were endorsed and the individuals who endorsed them). Furthermore, new partnerships or corporate acquisitions may result in new features, and we may potentially collect new types of information.

Use your Information collected

Personal Information

In general, the Personal Information we collect is used inter alia: (1) to improve our Services and enhance your experience with iCare, (2) to enable us to provide a safer community for all of our Registered Users, and (3) to help us communicate with you. For example, we may use your Personal Information to:

- Register and service your account.
- Include in Service Seeker and Service Provider profiles.
- Contact you in response to questions received from Service Seeker / Service Provider (as the case maybe) or third parties and solicit feedback and input from you.
- Enable Service Seekers and Service Providers to search for profiles, based on the Personal Information the other has made available on the Site, and the information others have provided about them.
- Connect Service Seekers with Service Providers that appear to meet their needs and preferences.
- Enable Registered Users to search for, find, interact, connect and share information with other Registered Users they may have an interest in interacting with.
- Enable Registered Users who connect to iCare through Social Media, to see which of their Social Media who have connected to iCare through Social Media are Registered Users or family members/friends with other Registered Users who have connected to iCare through Social Media.

- Verify information you provide us as well as the representations and warranties you make to us in the Terms of Use or on the Site.
- Otherwise help protect the safety and integrity of the Site and iCare users.
- Target promotional messages or content on the Site, via email or other ads on iCare or third party sites.

Non Personal Information

In General, we use the Non Personal Information we collect to help us improve our Services and customize the user experience for Registered Users and Visitors, such as by providing targeted useful features and promotions based on the type of Service you seek. We also aggregate the information collected via cookies and similar technologies to use in statistical analysis to help us track trends, evaluate the effectiveness of our ads and analyse patterns in the use of iCare.

Sharing your Information collected

In addition to using the information collected by iCare for the purposes described above, we may also share your information with various third parties, as described below. Please note and review our sharing policy set out in this Section closely, especially with respect to your Personal Information. By using our Site or our Services, you agree to allow us to share the Personal Information you provide to us in the ways described below. Your ability to make changes to what information is shared is described below in Sections 6 and 7.

Personal Information

With All Site Visitors and Registered Users

If you are a Service Seeker or a Service Provider, in order to increase your chances of finding a job or finding the care you need, we share with Site Visitors and Registered Users the information that is included in your job posting or profile, aside from your contact information, as well as the following registration information, which may be include in your job posting or profile: your first name, first initial of your last name, city, state, profile picture, and if you are a Service Provider or Service Seeker (as the case maybe), your gender and, unless you opt-out, your age. With certain exceptions, you choose how much detail you want to include in either your job posting or your profile; the more information you share, however, the better chance you have of finding either care or a job. We may also share on your profile or job posting any company reviews you have posted on our Site and whether you have connected to iCare through Social Media. If you are a Service Provider and have elected to verify certain information with iCare or to have a Background Check performed, we may also disclose that information in your profile in addition to any payment or payroll preferences you have indicated.

If you post information in aan iCare online group forum, that information may be viewed by any Site Visitor or Registered User who accesses the forum.

You agree that you shall solely be responsible for any information posted on the website including the online group forum and you shall refrain from directly or indirect hosting, displaying, uploading, modifying, publishing, posting, transmitting, updating or sharing any Harmful Information. Harmful Information means any information that:

1. belongs to third party and user does not have any right over it;

2. is grossly harmful, harassing, blasphemous; defamatory, obscene, pornographic, paedophilic, libellous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
3. harm minors in any way;
4. infringes any patent, trademark, copyright or other proprietary rights;
5. violates any law for the time being in force;
6. deceives or misleads the addressee about the origin of such messages or communicates any information which is grossly offensive or menacing in nature;
7. impersonates another person;
8. contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer resource;
9. threatens the unity, integrity, defense, security or sovereignty of India and Singapore, friendly relations with foreign states, or public order or causes incitement to the commission of any cognizable offence or prevents investigation of any offence or is insulting to any other nation.

We may display personal testimonials of Registered Users and other endorsements on our Site or in other marketing materials. These testimonials or endorsements may include Non Personal Information such as the Registered User's first name, first initial of last name, town and state. With a Registered User's consent, we may include Personal Information such as their full name.

With other Registered Users and corporate providers

In addition to the information that is provided to all Site Visitors to iCare, Service Provider reviews and references are made available to certain Registered Users. If you are a Service Provider, your phone number may be visible to certain Registered Users if you elect to share it in your profile. In addition, your approximate residential location (through google map plotting) is made available to certain Registered Users unless you specifically elect to keep that information confidential.

If you are a Service Seeker or a Service Provider, you will appear in search result listings if you match the search criteria used by a Service Provider or Service Seeker, as the case maybe. Similarly, you may appear in emails sent to Service Providers or Service Seekers in your area. Service Seekers may opt-out of being included in Service Provider search results and in certain emails sent to Service Providers. In addition, if you are a Service Seeker and you view the profile of certain Service Providers, those Service Providers will be able to see that you have viewed their profiles unless you opt-out of that information sharing.

If you are a Registered User, your iCare online status may be made available to other Registered Users unless you elect to keep that information confidential.

If you connect to iCare through Social Media, we may allow any of your Social Media (i.e. Facebook, Twitter, Gmail, etc) friends who have connected to iCare through Social Media to see that you are a Registered User. In addition, other Registered Users who have connected to iCare through Social Media will be able to see if your friends/family members with any of their Social Media connect or if you share certain affinities or interests with them.

If you register through our mobile application or API, other Registered Users of that application may search for you by name, email address or other information. If they do, your name and profile photo will appear in the search results list and the searcher may contact you through the application to request to join your network or invite you to join theirs. No other Personal Information on the application will be shared with the Registered User unless you expressly allow them into your network. However, all information you post to the application will be available to all members of your network, including your location when you post to the application if you have given us permission to access and collect your location information.

If you fill out a form to request information from a specific corporate Service Provider, the contact information you submit on a form for the Service Provider will be forwarded to that Service Provider. Similarly, if you call a corporate Service Provider directly or click to on a corporate Service Provider's site from the iCare site, any information you provide over the phone or on the Service Provider's site, you will be providing directly to the Service Provider. In addition, if you contact iCare via phone or other channels to obtain information about senior care or other care options for yourself or your family members, information you provide iCare, including contact, health, financial and other information may be forwarded to an entity care Service Provider that may meet your stated needs and preferences so the care Service Provider may evaluate your needs and preferences and contact you. If you provide information about someone other than yourself, you represent that you have authority to provide us the information and to authorize us to share the information in accordance with the terms of this Privacy Policy. Once provided to an entity care Service Provider, the information is additionally subject to the privacy policies and other guidelines of the Service Provider.

IF WE TERMINATE YOUR REGISTRATION FOR ANY REASON, WE RESERVE THE RIGHT TO SEND A NOTICE OF YOUR TERMINATION TO OTHER REGISTERED USERS WITH WHOM WE BELIEVE YOU HAVE CORRESPONDED.

With vendors/service providers

We also share Personal Information with vendors who perform services on behalf of iCare, including without limitation vendors who provide email services, demographic information, or geo-location information, vendors who perform background checks or verification checks, vendors who process Credit Card payments, vendors who run classified advertising businesses, and vendors who send SMS messages to Registered Users' mobile phone numbers, in each case to the extent applicable. iCare has selected vendors who maintain high standards with respect to privacy and who have agreed to use the Personal Information only to perform specific services, for and on behalf of iCare.

Sharing Information with Third Parties

We do not rent or sell personal information that you have not posted on iCare, except as described in this Privacy Policy. We will not disclose personal information that is not published to your profile or generated through engagement with other iCare services, without your consent or to carry out your instructions (for example, to process payment information) unless iCare has a good faith belief that disclosure is permitted by law or is reasonably necessary to: (1) comply with a legal requirement or process, including, but not limited to, civil and criminal subpoenas, court orders or other compulsory disclosures; (2) enforce this Privacy Policy or our User Agreement; (3) respond to claims of a violation of the rights of third parties; (4) respond to Member service inquiries or requests from Service Provider / Service Seekers; or (5) protect the rights, property, or safety of iCare, our

Members, Site Visitors, or the public. See Section 5.1.10 for additional details about iCare's compliance with legal requests for information.

iCare supports middleware service providers that offer archiving solutions to firms subject to financial services regulation, which, with your permission, facilitate the archiving of your communications and other iCare activity by a third party for compliance purposes. Content distributed through iCare's sharing features and third-party integrations may result in displaying some of your personal information outside of iCare. For example, when you post content to an iCare Group that is open for public discussion, your content, including your name as the contributor, may be displayed in search engine results.

Third parties (for example, your email service provider) may give you the option to upload certain information in relation to your iCare contacts onto their own service. If you choose to share your iCare contacts, you will be granting your third party service provider the right to store, access, disclose and use, your iCare contacts in the ways described in such third party's terms of use, conditions and privacy policy.

With listings in Google and other public search engines

In an effort to further facilitate the ability for Service Seekers or Service Providers to find a recruit or job, selected information contained in Service Seeker job postings and Service Provider profiles, which may include photo, first name, first initial of last name, city, state, and job/provider description, may also be shared with third party search engines and other vendors who run classified advertising businesses, and thus may be listed in third party web site search results (e.g., Google), which would make that information available to the public and allow them to link to your iCare posting. Registered Users can opt-out of this sharing by adjusting their account settings. Please note that if you post information in an iCare online group forum, your content, including your name as the contributor, may be displayed in third party search engine results and available to the public.

With Social Media if you connect to iCare through it

If you connect to iCare through Social Media's API, you may elect to post certain of your activities on iCare back to your Social Media account. You will be prompted to decide whether or not to SHARE those iCare activities back to your Social Media account and additionally, such postings would be governed by the terms and conditions of usage of such Social Media.

Talent Recruiting, Marketing and Sales Solutions

We offer customized people-search functionality along with organizational and communication tools as part of our talent recruiting, marketing and sales solutions. These services allow subscribers – generally, enterprises and professional organization - to export limited information from Members' public profiles, such as name, headline, current company, current title, and location, in order to effectively manage candidate sourcing. You may limit or prevent such subscribers from exporting your profile information by configuring your public profile visibility settings to restrict access to these fields. We do not provide email or other contact information to these subscribers. However, if you post that information as part of your profile it will be available to them and others. A recruiter or other such subscriber may also manage and store information it has independently obtained about you outside of our Services, such as the resume / curriculum vitae, in connection with iCare's platform. Any personal information obtained independently of iCare services will not be added by iCare to your profile and is not under iCare's control but is subject to the policies of the iCare recruiting, marketing or sales solution subscriber. We store such

information on behalf of such subscriber who can remove it at any time. We do not further process such information.

Pages for Companies, Schools, Influencers, and Other Entities

iCare allows companies, schools, charities, and other organizations as well as thought leaders and influencers to create pages dedicated to their brand, business, and mission. These pages are public, and any communications or information shared through them will be accessible by the entity that created them. If you follow a person or organization, you will be listed among its followers, which can be viewed by others. iCare uses aggregate information about followers and viewers to provide data about its performance (for example, visits and updates).

With third parties to send you direct mail from other companies

We may share certain of your Personal Information, such as your name, e-mail address, postal address and other information we know about you such as your age, presence of children and the type of care you are looking for to third parties in the business of facilitating communications, such as direct mail brokers, to enable them to send you postal mail advertisements from companies whose products we believe may be of interest to you. We do not share email addresses for this purpose, and we do not allow these third parties to provide your personal information directly to the companies whose products are being advertised. If you do not want to receive these advertisements and prefer that we do not share your information with these third party communication facilitators for that purpose, you may opt-out by adjusting your account settings.

As required by law or for reasons of safety

You acknowledge and agree that we may disclose information we've collected about you if required to do so by law or if we, in our sole discretion, believe that disclosure is reasonable to comply with the law, requests or orders from law enforcement or other regulatory agencies, or any legal process (whether or not such disclosure is required by applicable law), or to protect or defend iCare's, or a third party's, rights or property. We may also reserve the right to disclose information we've collected about you for purposes of protecting the health and safety of our community and Registered Users, such as in the case of risk of harm or violence against any person (including you).

With our affiliates

You acknowledge and agree that to the maximum extent permitted by law we may disclose any of the information we've collected about you to any of our affiliates or subsidiaries, for the purposes of providing you with the Services, operating the Site, and our other commercial purposes.

With Your Consent

We also may SHARE your Personal Information with a third party if you consent to the sharing.

Background Checks

iCare offers various Background Check Services from consumer reporting agencies. If you order a Basic, Optimum or Advanced Background Checks (options as available on the iCare website) to be run on you in response to a request by a Service Seeker/Service Provider and the check comes back clean or with information that does not result in iCare suspending or terminating your account, we will forward the check to you. The results of a Basic, Optimum

or Advanced background check that results in iCare suspending or terminating your account will not be shared with other users. If you have requested a background check through iCare, a statement may be included in your profile to confirm that you have completed that check. However, we will not share the check or results with any other Site Visitor or Registered User unless you specifically consent. The Service Provider who completes the background check may send the results to you by email or postal mail. You acknowledge that sensitive material may be included in your background check, and that you are responsible for providing us and the Service Provider (if applicable) with correct mailing information. iCare reserves the right to suspend or terminate the user account if the background checks run on the User comes back with information which iCare (in its sole discretion) determines as harmful and fit for removal.

Non Personal Information

This Privacy Policy does not limit our use or disclosure of any Non Personal Information, such as information passively collected from your computer via cookies, web beacons, or standard logging of website activity. If you do not wish to share this information with iCare, then you should take steps to limit the passive collection of data about your activities on our site, for example, by changing your browser settings to disable cookies. We reserve the right to use and disclose such Non Personal Information, as well as any other Non-Personal Information we collect, with our advertisers and other third parties at our discretion.

Business transactions

In the event we go through a business transition such as a change of control, merger, acquisition by another company, or sale of all or a portion of our assets, your Personal Information may be among the assets transferred. You acknowledge and consent that such transfers may occur and your consent is deemed to be provided, as on date for such transfers and are permitted by this Privacy Policy, and that any acquirer of ours or that acquirer's affiliates may continue to process your Personal Information as set forth in this Privacy Policy.

Your Choices & Obligations Regarding the Sharing of Information

Registered Users have control over what optional Personal Information they choose to share with us when utilizing our Services (such as pictures, certain details in a job description or profile, etc.).

In addition, Registered Users have the following opt out choices with respect to the sharing of their Personal Information:

1. Registered Users can opt out of having their iCare online status visible to other Registered Users who are on the Site.
2. Registered Users can opt out of having information contained in their Job Postings or Service Provider's profiles shared with third party web sites to be listed in third party search engine results such as Google.
3. Registered Users who have connected to iCare through Social Media may subsequently opt out of having certain of their Social Media information shared with iCare and vice-a -versa.
4. If a Service Provider has chosen to have their phone number made available to other Registered Users but later decides they no longer wish to make it available, they may change their election.

5. Service Providers can opt out of having their approximate residential location (through Google map plotting) visible to Registered Users by calling iCare's member care at
6. Service Providers can opt out of having their age visible to Registered Users.
7. Service Seekers can opt out of appearing in Service Provider search results and in certain Service Provider emails by adjusting their account settings to not allow Service Providers to initiate contact with them. They can also opt out of allowing Service Providers see that they have viewed the Service Providers' profiles.
8. Registered Users can opt out of our sharing their Personal Information with third party communication facilitators who may send them direct mail solicitations on behalf of other companies by adjusting your account settings or sending us an email through this link and requesting that we want to opt you out of information sharing.
9. Users of the iCare mobile application or API, who have given iCare permission to access certain information from their mobile device such as their location, may subsequently opt out of that information sharing by adjusting the settings in their mobile device.
10. Except as otherwise provided above, you may call iCare's member care at _____, or adjust your account settings to opt out of any of the above information sharing that is applicable to your account. Your opt out preferences for 'opt out' as above, will take effect within 10 days of receipt of your request in the manner stated above.

Your Communication Choices

By becoming a iCare Registered User, you are consenting to receive certain email communications from us, such as special offers, tips and advice, notifications of new Service Seekers or Service Providers in your area, customer surveys and administrative notices.

You have a choice at any time to stop us from sending you emails for marketing purposes by adjusting the settings in your account settings. You also have the option to opt out of receiving certain other emails from iCare, such as certain educational emails, by adjusting the settings in your account settings. Go to your account settings for a complete list of the email types you may opt out of receiving. If you receive promotional or other email communications from us that you have the option to opt out of, you also will be able to opt out of receiving further communications of that type by following the unsubscribe instructions provided in the e-mail. Please note that despite any indicated email marketing preferences, we may send you administrative emails regarding iCare, including, for example, notices of updates to our Privacy Policy, notifications of new Service Seekers or Service Providers in your area, responses to job postings from Service Providers, and responses to job applications from Service Providers, if we choose to provide such notices to you in this manner.

You may also opt-out of receiving unsolicited marketing calls from us regarding your iCare account by adjusting the settings in your account settings.

If you have opted in to receive text messages from us but would now like to opt out, you may do so by adjusting the settings in your account settings. You also have a choice to stop us from contacting you by phone for marketing purposes by adjusting the settings in your account settings.

If you are a Service Seeker, certain Service Providers may initiate contact with you directly using the messaging features of the iCare Site. You have an option at any time to stop permitting Service Providers from initiating contact with you by adjusting the settings in your account settings.

Changing or Removing your Personal Information and Closing your Account

If the Personal Information you provided at the time of registration or otherwise, requires any change for any reason (the said information found to be inaccurate or deficient), you may correct or amended or update the correct information by logging into your account and accessing your account settings. If you would like to remove some of the Personal Information you have posted on the Site, such as information you posted in profiles and job postings, you may do so by editing or deleting that item in your My Profile & Setting area or your My Job area. To request removal of other Personal Information you have voluntarily posted on our Site, such as information you may have posted in online group forums, contact careteam@icliffe.com. In some cases, we may not be able to reasonably accommodate your request to remove your Personal Information, in which case we will let you know if we are unable to do so and with reasons.

If you no longer wish to participate in our Services you may close your account directly in the account settings portion of your account.

If you close your iCare account, we will remove your name and other Personal Information from our publicly viewable database. If you close your account, we have no obligation to retain your information, and may delete any or all of your account information without liability or obligations. However, we may retain information related to you if we believe it may be necessary to prevent fraud or future abuse, or for legitimate business purposes, such as analysis of aggregated, Non Personal Information, account recovery, auditing our records, enforcing our rights and obligations under our agreements or otherwise, if required by law. iCare may also retain and use your information if necessary to provide the Services to other Registered Users. For example, just as an email you may send to another person through an email service provider resides in that person's inbox even after you delete it from your sent files or close your account, emails you send to others through iCare to other Users, as well as your contributions to iCare groups, may remain visible to others after you have closed your account. Similarly, other information you have shared with others, or that others have copied, may also remain visible. iCare disclaims any liability in relation to the deletion or retention (subject to the terms herein) of information or any obligation not to delete the information. iCare does not have any control whatsoever when search engines update their search index or cache, which may contain certain job post, profile or other information that has since been removed from the Site.

Your Obligations

As a Member, you have certain obligations to other Members. Some of these obligations are imposed by applicable law and regulations and others have become commonplace in communities of like-minded Members such as iCare:

- You must, at all times, abide by the terms and conditions of the current Privacy Policy, User Agreement, and other policies of iCare. This includes respecting all intellectual property rights that may belong to third parties, such as trademarks or copyrights.
- You must not upload or otherwise disseminate any information that may infringe on the rights of others or which may be deemed to be injurious, violent, offensive,

racist, or xenophobic, or which may otherwise violate the purpose and spirit of iCare and its community of Members.

- You must keep your username and password confidential and not share it with others.

Any violation of or non-compliance of the Privacy Policy, guidelines set out herein or those detailed in our User Agreement or elsewhere will provide iCare with an immediate right of restriction, suspension, or termination of your account at the sole discretion of iCare.

Minimum Age

As described in SECTION 4.2 of the Terms of Use, persons must be of minimum age (i.e. 21 years) under to use iCare. Please visit iCare's Safety Centre for additional information about safely using iCare.

You confirm that you have the legal capacity and authority under applicable laws to enter into a legally binding contract and be bound its terms, including the Terms of Use and the Privacy Policy.

How We Protect Information

We have implemented industry-recognized safeguards to help protect your information from unauthorized access. These safeguards include:

- iCare uses SSL (Secure Socket Layer), the industry standard method for computers to communicate securely without risk of manipulation or recipient impersonation. We utilize SSL in the online Registration process, in the login process, and in the account management section of the Site.
- iCare uses strong encryption technology to protect sensitive information.
- iCare employs firewalls, intrusion detection systems, and system monitoring to protect against unauthorized access of our systems.

Your user accounts are also protected by the password you use to access your online account with iCare, and we urge you to take steps to keep your password safe. If you feel your password has been compromised, you should change it immediately by logging into your account and visiting the "My Profile & Settings" section. After you have finished using our Site, you should log out of your iCare account and exit your browser.

WE TAKE THESE PRECAUTIONS IN AN EFFORT TO PROTECT YOUR INFORMATION AGAINST SECURITY BREACHES. HOWEVER, THIS IS NOT A GUARANTEE THAT SUCH INFORMATION MAY NOT BE ACCESSED, DISCLOSED, ALTERED, OR DESTROYED BY BREACH OF SUCH FIREWALLS AND SECURE SERVER SOFTWARE. BY USING OUR SITE, YOU ACKNOWLEDGE THAT YOU UNDERSTAND AND AGREE TO ASSUME THESE RISKS.

Change in Privacy Policy

We may change this Privacy Policy from time to time. If we make significant changes in the way we treat your personal information, or to the Privacy Policy, we will provide notice to you on the Services or by some other means, such as email. Please review the changes carefully. If you agree to the changes, simply continue to use our Services. If you object to any of the changes to our terms and you no longer wish to use iCare, you may close your account(s). Unless stated otherwise, our current Privacy Policy applies to all information that iCare has about you and your account. Using iCare after a notice of changes has been

communicated to you or published on our Services shall constitute consent to the changed terms or practices.

Contact Us

Address:

Plot No. D-5 Road No. 20, Marol, MIDC, Andheri East, Mumbai, Maharashtra 400093.

Email: contact.in@icare.life

Other provisions

The provisions set out under the following Sections in the Terms of Use: Disclaimer (Section 7), Limitation of Liability (Section 8), Indemnification (Section 9) Termination (Section 10) and Dispute Resolution (Section 11), are incorporated by reference in this Privacy Policy.